

**CHAPTER 1 DEFINITIONS**

- 1-1** Full-time Regular Employees
- 1-2** Part-time Regular Employees
- 1-3** Temporary or Seasonal Employees
- 1-4** Paid-On-Call Employees
- 1-5** Volunteers

**1-1 Full-time Regular Employees**

Full-time regular employees are those who are scheduled to work 30 hours or more per week for the City on a continuing basis, and who have successfully completed their probationary period.

**1-2 Part-time Regular Employees**

Part-time employees are those who were hired to work on a regular basis less than 30 hours per week. Part-time regular employees are always in a probationary status and may be terminated at-will, with or without cause or prior notice, for any reason or no reason at all.

**1-3 Temporary or Seasonal Employees**

Temporary or seasonal employees are hired to work for a fixed or indefinite temporary period. Temporary or seasonal employees should have no expectation of continued or regular employment. They are always in a probationary status and may be terminated at-will, with or without cause or prior notice, for any reason or no reason at all.

**1-4 Paid-On-Call Employees**

Paid-on-call employees are those who are paid an hourly rate when they are called upon by the City to perform services. Their employment may be continuing, but they are always in a probationary status and may be terminated at-will, with or without cause or prior notice, for any reason or no reason at all.

**1-5 Volunteers**

Volunteer means any person who donates services without pay or other compensation except expenses actually and reasonably incurred as approved by the City. A volunteer may not donate any service or work time to the City unless the volunteer's services are approved by the Mayor or the Mayor's designee.